

VOLUME V

The

NUMBER 12

A.T.A. Magazine

OFFICIAL ORGAN OF THE ALBERTA TEACHERS' ALLIANCE, INC.

MAGISTRI NEQUE SERVI



MAY, 1925



Annual General Meeting of A.T.A.

Report of the President, and of the
General Secretary-Treasurer

Leadership in Education

Since the days of Aristotle there has been almost hopeless disagreement about education: about its value and purpose; about its curricula and methods. Each class or group in the State has been thinking of education in terms of individual experience only.

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ALBERTA

The A.T.A. Magazine

MAGISTRI NEQUE SERVI

Official Organ of the Alberta Teachers' Alliance, Inc.
Published on the First of Each Month.



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ASSOCIATE EDITORS: T. E. A. Stanley, Calgary; J. T. Cuyler, Medicine Hat; Miss M. J. Goudie, Medicine Hat; C. S. Edwards, Edmonton; J. D. Ferguson, Calgary.

BUSINESS MANAGER: John W. Barnett, Edmonton.
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Vol. V.

Edmonton, May, 1925.

No. 12

INNISFAIL S. D.
CLUNY S. D. No. 2334
LUCKNOW S. D.

WABAMUN SCHOOL BOARD
WAINWRIGHT S. D. No. 1658
GLENWOOD CONSOLIDATED No. 32
REDCLIFF SCHOOL BOARD
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Candidates selected for the above posts who are members of the A.T.A. are earnestly requested to apply for information to

JOHN W. BARNETT,
General Secretary-Treasurer,
Alberta Teachers' Alliance,
Imperial Bank Bldg., Edmonton.

Official Announcements

A.T.A. MAGAZINE

Suggestions have been thrown out from time to time that the A.T.A. Magazine is not meeting the special needs of the members of the Alliance. The Editorship of the Magazine will change with the June issue, and if the contentions as above are well founded, now is the time to take practical steps to bring the Magazine into line with the best interests of the teachers of Alberta. The difficulty in the past has been that no suggestions have been made by Locals and members as to just what they require the Magazine to contain. It is the "A.T.A." Magazine—yours—and only by complete and auto-

matic support at all times during the year can it be made a real A.T.A. Magazine. PLEASE CONCENTRATE on this matter at the present time, take immediate steps to appoint a Local "A.T.A. Magazine Committee" for the purpose of looking carefully and thoroughly into the question and forwarding recommendations to this office at the earliest possible opportunity. We desire above all things to serve our members to the fullest possible extent through the columns of the Magazine and at the same time popularize it amongst teachers generally.

MEMBERSHIP FEES

During recent years the campaign for collection of fees for the current year has not been undertaken until the months immediately preceding Easter.

This has a very serious effect on the smooth running of Alliance finances throughout the summer months. Months elapse each year after the Annual General Meeting without any material income from fees: as a consequence our reserves of cash are depleted until October, which occasions much inconvenience and worry to the Executive.

Is it possible for the large locals to make a vigorous collection campaign between now and midsummer? A splendid collection before midsummer will mean more than most members realize.

THE CONSTITUTION

The Executive plans a thorough revision of the Constitution, and a Committee of the Executive has been appointed to deal with the matter.

The following matters are coming under review in connection therewith:

- (1) The arrangement of the Constitution so as to make clear the position of the General Secretary-Treasurer.
- (2) The method provided for amending the Constitution.—Procedure re Electoral Vote.
- (3) The framing of an amendment excluding Provisional Members of the Alliance—Student members in Normal School—from eligibility to vote in Provincial Executive elections.
- (4) The framing of an amendment to provide that the elected members of the Executive be finally decided by the vote of the entire membership, and the doing away with the necessity of any ratification of the ballot at the Annual General Meeting.

Locals are requested to send in suggestions they may have re Constitutional Amendments before June 1.

REPORTS OF LOCAL ALLIANCE MEETINGS, ETC.

The A.T.A. Magazine does not contain sufficient Alliance news. This complaint is frequently made. The fault, however, is not due to the management, but to the fact that the Editor and others responsible for collecting material for the Magazine are not given the necessary support by the Locals. If a Press Correspondent has not been appointed by your Local, the Secretary or President should send in reports of Local Alliance Meetings, School Fairs, Items of Personal Interest to members: new appointments, marriages of members, deaths of members, etc., reports of Conventions and Institutes, and all other items of local educational interest. These reports are really DESIRED, and persons sending same will receive the sincere thanks of the Provincial Executive.

TEACHERS IN DIFFICULTIES

Members are urgently requested not to prejudice their case by acting without having received advice previously. Several cases have recently been brought to our notice where teachers have been stampeded into action—have even resigned—thereby rendering it impossible for the Alliance to be of assistance.

If a member in difficulties is a member of a Local Alliance, refer your case to the Local Executive, and if they so recommend, the matter may be referred to Headquarters. A report should be forwarded by the Local Executive. Many cases may

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CONTENTS

PROSE

John Franklin, from "The Book of the Long Trail."
David Livingstone, from "The Book of the Long Trail."
Robert Scott, from "The Book of the Long Trail."
Trafalgar, from "The Book of the Blue Sea."
The Battle of Jutland, from "Tales of the Great War."
Zeebrugge and Ostend, from "Submarines and Anti-submarines."

POETRY

Vitai Lampada.
The Fighting Téméraire.
Hawke.

Craven.
He Fell Among Thieves.
The Best School of All.
The Vigil.

The Toy Band.
Hic Jacet.
The Adventurers.

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be more expeditiously and successfully dealt with by the Local Alliance than by the Central body. Local organizations should function wherever possible.

If a Member-at-Large, a letter, lettergram or long distance phone call will be promptly attended to, and the necessary advice tendered. (Phone Number 23741, Edmonton.)

LOCALS

Have you tried to form a Local and been discouraged and unsuccessful? The time of disappointment should now be ended. No longer is it necessary to be compelled to gather together TEACHERS who can meet in one centre. The Annual General Meeting has instructed the General Secretary to recognize them as a Provisional Local Alliance; that is to say: If Headquarters is informed of the name of the Provisional Local Secretary, all official notices, communications, etc., will be forwarded. Don't be satisfied by being merely a "member-at-large"; get into the organization work and make the Alliance function in your midst. Provisional Locals should spring up everywhere; MAKE SURE OF ONE WHERE YOU ARE. Don't leave it to "George" to do it. Do your "bit."

PAYMENTS REQUIRED OF MEMBERS

Annual Salary	Membership		Total
	Dues to A.T.A.	Subscription to The A.T.A. Magazine	
(1) Under \$1500	\$ 5.00	\$ 1.00	\$6.00
(2) \$1500 but less than \$2000 ..	7.00	1.00	8.00
(3) \$2000 but less than \$2500 ..	9.00	1.00	10.00
(4) \$2500 and over	10.00	1.00	11.00

These fees do NOT include the local Alliance fee.

N.B.—Every loyal member of the Alliance should subscribe the \$1.00 (included above) to the A.T.A. Magazine.

NAMES AND ADDRESSES OF LOCAL SECRETARIES

Local Alliance	Name and Address of Secretary
BANFF	Vera E. Tollington.
BASHAW	
BELLEVUE	Mr. C. V. Asselstine, Bellevue.
BOW VALLEY	O. C. Reed, Strathmore.
BLAIRMORE	Miss V. J. Keith.
CALGARY PUBLIC	F. Parker, 929 4th Ave. W.
CALGARY SEPARATE ..	
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CALGARY NORMAL ..	D. F. McLeod.
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CAMROSE	C. H. Pearson.
CANMORE	Norman A. Wait.
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CHAUVIN	
CHIPMAN	M. A. Bettin.
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EDMONTON SEPARATE ..	P. Moher, 8632 108th St.
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LAMONT	Miss Ada A. Crilley.
LETHBRIDGE	P. S. Collins, 1740 7th Ave. N., Lethbridge.
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MAGRATH	Miss N. M. Taylor.
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MEDICINE HAT PUB. ..	Bray Powell, 141 2nd Ave. S.E.
MEDICINE HAT HIGH ..	P. L. Riches, Alexandra High School.
MONTARIO	John Paul, Monitor.
MUNDARE	Nellie Miskew.
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OKOTOKS	
OLDS	
OYEN	
PINCHER CREEK	Eric V. C. Tucker, Pincher Creek
PONOKA	Olive M. Folkins.
PROVOST	Miss B. L. Taylor.
RAYMOND	Jno. H. Blackmore, Raymond.
RADWAY CENTRE	Miss M. A. Gowda.
RANFURLY	L. O. Burger.
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SMOKY LAKE	Miss P. Nimeraky, Smoky Lake.
STETTLE	Thos. Fletcher, Stettler.
STROME	
STONY PLAIN	A. Violet White.
TROCHU	
VEGREVILLE	Miss I. M. Mitchell, Vegreville.
VETERAN	
VIKING	Miss G. Gallagher.
VULCAN	

PROVISIONAL LOCALS

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Directory

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Alberta—	J. W. Barnett, Imperial Bank Building, Edmonton.
Saskatchewan—	J. M. Thomas, Conquest.
Manitoba—	E. K. Marshall, 403 McIntyre Block, Winnipeg.
Ontario Public School (Men)—	L. J. Colling, 98 Barnesdale Road. N., Hamilton.
Ontario Public School (Women)—	Miss H. Emma Carr, 374 Herkimer Street, Hamilton.
Ontario Secondary School—	S. H. Henry, 226 Evelyn Avenue, Toronto.
Provincial Association of Protestant Teachers of Quebec—	A. W. Lang, Montreal.

NATIONAL UNION OF TEACHERS (England):

F. W. Goldstone, Hamilton House, London (Eng.), W.C.1.

AMERICAN FEDERATION OF TEACHERS:

F. G. Stecker, 327 S. Lasalle Street, Chicago, Ill.

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C. T. F. News Letter

Office of the Secretary-Treasurer,
Canadian Teachers' Federation,
403 McIntyre Block,
Winnipeg, Man.
March, 1925.

To the Members of the Executive,
Canadian Teachers' Federation:

Provincial organizations, members of the Executive of the Canadian Teachers' Federation, and delegates-elect are reminded of Article 10:—

- (a) All resolutions dealing with matters of policy to be presented to the Annual Meeting must originate with one or more provincial organizations.
- (b) Such resolutions must be submitted on or before the first day of May, to the Secretary of the Canadian Teachers' Federation, who shall forward copies to the Secretary of each and every affiliated provincial organization.
- (c) Motions dealing with matters of policy may originate at and with the Annual Meeting, but if the representatives of any Province desire a reference of such to its own Executive, it may request such reference, and the adoption of such motion shall be subject to ratification by such Provincial Executive.

We copy the following paragraph from a letter of Mr. Howe, our esteemed Vice-President. All who know Mr. Howe, personally or by reputation, will join in our congratulations on his complete recovery:

"I am afraid that I have been of very little use to the C.T.F. this winter, as for the last four months I have been entirely on the shelf. I have just returned from a ten weeks' stay in Bermuda, and am thankful to say that I am completely restored to health, and ready to assume any responsibilities which may devolve upon me."

The postal vote on the appointment of a fraternal delegate to the July Convention of the American Federation of Teachers, was favorable to such appointment provided our financial standing justified the expense. With the exception of the President (whose vote does not count), the Executive members were all in favor of appointing Lieut.-Col. Michell as our delegate.

The Edinburgh meeting of the World Federation of Educational Associations is rapidly approaching. Again the Secretary would urge the members who think of attending this Convention to secure credentials. Do not wait until the end of June. You will be very busy then; so also will your President and Secretary be busy. Someone might be crowded out; see that it is not you. If you do not attend, no harm will be done.

Tourist agencies have communicated with the Secretary, and should any further information be necessary, the Secretary will do his best to see that it is forwarded. Advertising matter to hand gives the following information:—

The Hubbell Tour—White Star-Dominion Line, leaving Montreal July 4th; 36-day trip, \$330.

The Salton Trip—Cunard S.S. Co., leaving Montreal July 11th; 36-day trip, \$358.

Henry Historical Tour—Cunard Line; 36-day trip, \$330.

The Guy Tombs Educational Tour—Leaving Montreal July 3rd (Edinburgh July 14th); 37-day trip, \$330.

Overseas Educational League—C.P.R. steamship "Marloch", leaving Montreal July 2nd.

Major Ney, a former teacher in Manitoba, when in the city a few days ago discussed the question with the Secretary, and the following letter was received somewhat later:—

Mr. G. J. Elliott, Secretary Canadian Teachers' Federation, 403 McIntyre Block, Winnipeg:

Dear Mr. Elliott:—

In confirmation of our discussion on the subject of arrangements for the teachers attending the World Convention in Edinburgh this summer, may I say that the Overseas Education League will welcome the company of all who propose to attend the Conference, and we will do everything possible to assist them both before and after. Briefly, the arrangements which I suggest are as follows:—

Sail by the S.S. "Marloch", specially chartered, on July 2nd, arriving in Glasgow on July 10th.

From the 10th until time for Convention would be spent with the League party, or your members could make individual arrangements at will. Presuming that they remain with the League, they would proceed as far as Grasmere, and stay until the 18th or 19th, and then return to Edinburgh for the Convention, which I understand closes on the 25th. I suggest that we arrange for this sub-group to proceed direct to Stratford-on-Avon, and there rejoin the main party. I would undertake to make special arrangements for this journey to Stratford.

From July 25th, the delegates could remain with the party for the rest of the program, participating in whatever parts they wished; or they could be entirely responsible for their own arrangements. In any event, they could rejoin for the homeward journey on the S.S. "Montreal" either at Liverpool on August 19th or at Cherbourg on August 21st.

As I think you are aware, the League gives only an estimate of the cost of the tour, and requires a certain deposit, any unspent balance of which is returned as soon as the financial statement is audited and issued. Without knowing exactly what the delegates wish to do, it is not possible to give the cost per member, but we give the inclusive steamship rate as follows:

Round trip from Montreal, returning from Liverpool August 19th, including tips, deck chairs and Government tax of \$5—\$280.

Round trip, returning from Cherbourg (extra \$5 from foreign port)—\$285.

We find that the actual program works at \$5 per day, including all gratuities, transportation, hotel accommodation and program.

The best steamship accommodation on the boat is available, and I feel quite confident that we can assure the delegates the utmost consideration in this respect. As one so closely associated with education in Canada for the past sixteen years, I am naturally anxious that the Canadian representation at the Conference shall be as large as possible, and for that reason I am prepared to do all that I can to help those wishing to attend.—Believe me, yours very truly,

(Signed) Fred J. Ney.

Honorary Organizer.

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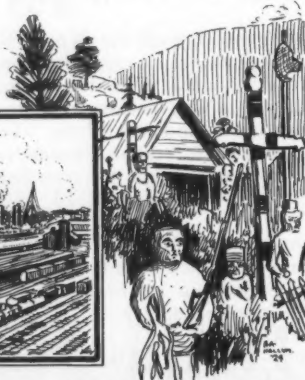
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another. What information is received at this office is passed on without bias. It is, however, very obvious that should Canadian delegates go by the same boat, an added prestige would be given the Canadian delegation. It is reported that American teachers have chartered two boats for the trip. Our Canadian delegation will be much smaller, but if we mistake not, it will not be without influence. Again we ask that if possible, reservations be made early, and if the Canadian Teachers' Federation can assist in any way, we are at the command of our membership.

President Michell reports:—

The Committee under Dr. Hardy, in charge of the arrangements for the meeting in August, has secured, through the kindness of the President and Board of Governors, excellent accommodation at the University. We shall have the use of the Senate Chamber, the finest room in Toronto, for our regular meetings. Adjacent to this are several Committee rooms. The delegates will have accommodation at Hart House and Queen's Hall, so that their comfort will be assured.

G. J. ELLIOTT,

Secretary.

Local News

CALGARY PUBLIC SCHOOL ALLIANCE

The monthly meeting of the teachers in connection with the Calgary Public School Local of the A.T.A. was held on Friday evening at 8 p.m., in the McDougall Assembly Hall. The President, Mr. Brock, presided over a good attendance. The minutes of the previous meeting were adopted on the motion of Misses Clark and Alexander.

The letter from the National Council of Education, through the local secretary, Dr. A. M. Scott, was read, and on the motion of Messrs. Speakman and Cook the fee of \$10 for membership was authorized to be paid. The election circular recently sent out in the interests of the Calgary nominee was fully discussed, and after an explanation from Mr. F. Parker it received the endorsement of the teachers, on the motion of Mr. Swift, seconded by Miss Williams. The delegates to the Annual General Meeting of the A.T.A., to be held at Easter in Edmonton, were appointed as follows: Misses McLeod, Ferris, Patterson, Ramsay, Darroch, and Messrs Brock, Parker, Speakman and Verge.

The resolutions to be considered at the Annual Meeting were next taken up and considered one by one, and the wish of the teachers expressed, it being understood, however, that the delegates were free to consider each on its merits at Edmonton. With regard to the important resolutions bearing on the management of the organization, the members went on record as favoring centralization of the responsibility.

The singing of the National Anthem brought the meeting to a close.

The Teachers' Social Club of Calgary held a very successful Daffodil Tea during the afternoon of Saturday, April 4th, in the Irish Theatre. The place was very prettily decorated, and the guests were received by Miss J. Errol, the convener of the committee, and others. Mrs. A. M. Scott and Mrs. F. Parker presided at the tea table, assisted by many willing helpers. The candy table was very daintily decorated by Misses Nurcombe and Gourlay, and was in charge of the Misses E. and I. Ramsey. A well-known local teacher

was busy reading the various tea-cups, and altogether a very enjoyable and successful time resulted. The following ladies very kindly assisted by taking part in the musical program, and their efforts were much appreciated: Mrs. Herbison, Mrs. Fetterly, Misses K. and I. Ramsay, Miss Comben, Miss Meikle, and Miss J. Errol.

The committee is to be heartily congratulated on carrying through its winter program so successfully.

RADWAY CENTRE

A meeting of the Radway Centre A.T.A. Local was held at the Mezeppa village school Friday evening, April 3. Eleven members were present. Two delegates were appointed to attend the Annual General Meeting at Edmonton during the Easter Convention, namely, Miss M. G. Bird and Miss Pecknold.

The resolutions which are to be considered at the Annual Meeting were thoroughly discussed and the delegates instructed as to the feeling of the Local.

Mr. Wm. Park, chairman of the Mezeppa School Board, gave a most interesting and instructive address to the teachers, which was greatly appreciated.

At the conclusion of the meeting the teachers adjourned for lunch, which was prepared for them at the Hotel Commercial.

SMOKY LAKE

The Smoky Lake Local held its regular monthly meeting on April 4 in the village school. Twelve teachers were present. Bad roads and illness kept several away.

The only business of the meeting was the appointment of delegates to the Annual General Meeting of the A.T.A. Miss Howard, of Ruthenia School, and Mr. Kingsberry, of North Kotzman, were given the positions.

Miss Laycock, of Kolekreika, read a very interesting and instructive address on "The Place and Value of Play in Our Program of Education," after which there was a short discussion.

On the adjournment of the A.T.A., the School Fair Association met and transacted business. If present plans carry through, there will be at least ten rooms in the School Fair this year.

Fifteen teachers of Smoky Lake and vicinity attended the Convention this Easter.

Communications

Editor, A.T.A. Magazine:

Dear Sir,—

May I receive the courtesy of your paper to reply to certain statements made in the April number of your Magazine. Miss Zylich is a charming young lady for whom I have the greatest admiration and respect. However, as she was several hundred miles away when the events took place which she says "cannot be true," it appears very ungallant on the part of those who induced her to sign such an inaccurate statement.

It may not be a very important matter that a conceited young teacher of Galician extraction should teach the boys to smoke, offer to pilfer Grade VIII. examination papers, put on a patriotic Ukrainian flag drill every night for weeks, discourage the use of English, or break his contract without notice, but the people of Canada will look up when the organized



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Ukrainian teachers say you must not do anything because he is a Ukrainian. The policy of subtle treachery and petty intimidation which seems to be the aim of some Ukrainian leaders will react upon themselves.

The Ukrainian teachers are at the parting of the ways. They have an opportunity that angels envy, yet many thoughtful people are beginning to consider the Nationalist teachers as a liability rather than an asset. They have encouraged racial bitterness for the sake of gain rather than seek a better understanding between Ukrainians and Canadians. We sincerely and emphatically disapprove of any policy which draws racial lines, but feel that both sides are guilty in this matter.

After spending three years among the Ukrainian people of Alberta, the writer looks back upon many pleasant memories, and many quaint customs of goodwill, sociability and picturesqueness that could be adopted by the people of Western Canada to great advantage. We should deal with individual cases on their merits and encourage a spirit of peace and friendship, kindness and goodwill.—Sincerely yours,

FRED S. WARREN.

Smoky Lake, April 21, 1925.

First Provincial Executive Meeting

The first meeting of the new Provincial Executive for the year 1925-26 was held in the A.T.A. Office on Friday, April 17th, the day following the closing session of the Annual General Meeting.

The main object of the meeting was to take steps to deal with the policy laid down by the Annual General Meeting for the ensuing year, and to take the necessary steps to carry into effect the directions of the Annual General Meeting with regard to the centralization of all departments of Alliance work. The Finance Committee was continued as a standing committee of the Executive, but its membership is now cut down to one—Mr. Waite, of Edmonton—whose duties will be to check all receipts and disbursements of the Alliance and all its departments, and to assist the General Secretary-Treasurer in making up his Financial Statements for submission at Executive Meetings. Messrs. Patriquin and Johnson were appointed official auditors for the Alliance.

The Law Committee has been enlarged so as to consist of five members instead of four, as previously was the case. The new Chairman of this Committee is Vice-President Riley, and the other members are: President Parker, Past President Scott, K. P. Stewart and Jas. McCrea.

The general impression created by the discussion of the Annual General Meeting was that the Constitution should be examined closely by the incoming Executive with a view to clarifying the various provisions and making clear once and for all the many debated or debatable matters in connection with the Constitution. A Committee consisting of the President, Past President, and the General Secretary-Treasurer was appointed for the purpose of going into the question of the Constitution and making recommendations to the Executive with regard to changes and their submission to the electoral vote. The following changes or suggestions were made to this Com-

mittee:

(1) The clarifying of the Constitution in regard to the position of the General Secretary-Treasurer.

(2) Method of submission of questions to the Alliance membership by means of the electoral vote.

(3) The framing of an amendment to the Constitution whereby the right be withdrawn from Normal School student members of the A.T.A. to a vote in the Provincial Executive elections.

(4) The framing of an amendment providing that the vote of the members (the result of the ballot) shall be final in all elections of the Executive, thus doing away with the necessity of ratifying the ballot at the Annual General Meeting and the formal election of the Executive by the Annual General Meeting itself.

The Executive discussed at length the method in force during the past year of having two persons—the General Secretary-Treasurer and Chairman of the Finance Committee—sign all cheques. It was thought that this method of transacting Alliance business was cumbersome and provided no practical additional security, and, in view of the fact that the Finance Committee keeps in constant touch with all receipts and disbursements, the General Secretary-Treasurer should sign all cheques, as had been the case in all years previous to last.

A report from the General Secretary-Treasurer that the A.T.A. Pensions Committee was received and adopted. This report showed that the Alberta Government were going ahead with the drafting of a Pensions Scheme, and had appointed the Civil Service Commissioner to co-operate with the Alliance in making a survey of Alberta teachers. The Civil Service Commissioner undertook to obtain the necessary information with respect to rural teachers, and the Alliance agreed to make a survey of the teaching staffs of the large cities. The new President, Mr. Parker, was added to the Pensions Committee, as was also Mr. Waite, and Past President Scott was requested to continue as a member.

Miss Mary Crawford was requested by resolution to continue as the Alliance Representative on the University Matriculation and High Schools Examinations Board.

The question of presenting the necessary resolutions to the Department of Education, which were passed at the last Annual General Meeting, was left over until the July meeting. In the meantime, the General Secretary-Treasurer was instructed to arrange the necessary material for presentation to the Minister. The matter of negotiating with the Department with

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reference to the desired amendments to the Prescribed Form of Agreement was left for Mr. Waite and the General Secretary-Treasurer to deal with, for the reason that new agreements are usually printed before July.

The remainder of the meeting was devoted to putting into effect the direct instructions of the Annual General Meeting bearing upon the placing of all Alliance activities under one head. Arrangements were made for the General Secretary-Treasurer to take over the A.T.A. Magazine with the June issue, and the supervision of the A.T.A. Bureau of Education on June 1st next.

Report of the Annual General Meeting

The Annual General Meeting of the Alberta Teachers' Alliance proved to be a profitable one both in the amount of business executed and the quality of the work done. The one distinguishing feature of the assemblies was the desire on the part of the Executive to give the delegates a full account of the work done and an open and free discussion of policy.

Monday afternoon was occupied with the reports of the President and Secretary-Treasurer. These were full and suggestive. The evening session dealt with the reports of the Geographical Representatives, of the various Committees, and the question of organization. There was one happy note in all the reports from members of the Executive, and that was the matter of harmony that existed between Locals and the School Boards. Calgary Local had been exceptionally fortunate in the opportunity of hearing Mrs. Snowden and Mr. Paton. An increased social activity among the teachers was apparent throughout the Province, and this in itself must lead to an increased as well as a more stable membership.

The report from the Law Committee was especially satisfactory, in that four marked decisions had been given by the Courts in favor of the teachers. This turning of the tide was proof, not only of the recognition that the teaching body are getting, but also of the turn of justice for the benefit of the otherwise unprotected rural member.

Under the matter of Organization, it was thought expedient for the town and city locals to extend their endeavor to the rural districts in their immediate vicinity. The experiences of Mr. Stockwell and Mr. Warren in forming Locals were not only amusing, but also helpful. Their evidence shows that a full membership in the Province can be brought about by the influence of such personalities as these gentlemen possess.

The evening of Tuesday was taken up with the discussion of such resolutions as dealt with the controversial subjects of the Bureau and its management; the reports of the Magazine and the Bureau were also received.

Resolution No. 6, placing the Magazine, the Bureau and the Secretary-Treasurership under one General Manager, was passed.

Resolution No. 7 was amended so that the General Secretary-Treasurer should hold this office of General Manager.

The financial report of the Magazine was a very satisfactory one, showing a net profit of over \$500.

The Magazine is now self-supporting, and should be more and more the official organ of the Alberta teachers.

The Editor, Mr. H. C. Newland, gave his report on the year's work and dealt with criticisms respecting the function of the Magazine. Mr. Newland also presented the report of the Bureau, in which he outlined the difficulties encountered and gave suggestions for the improvement of the service.

One other event of the evening was the fraternal greetings extended by Mr. Roper. His thoughts were poignant and suggestive. He showed that the neglect of responsibility by parents was resulting in an augmented burden on the teachers. He said, further, that the teachers should have some voice in the anomalous character of present-day activities, where one party of workers was seeking to destroy life, while another party was endeavoring to preserve it. Mr. Roper extended an invitation to the teachers to affiliate with Labor.

The Thursday evening session was devoted to a consideration of the Resolutions left over. None of these were very controversial, and were given the expert opinion and thought of the delegates.

On the whole, the Annual Meeting was of the greatest benefit to the assembled members, and was as harmonious as is possible where matters of controversy are introduced.

Recent Amendments to the School Ordinance

Members should note carefully the amendments to the School Act which were passed by the last session of the Alberta Legislature. The amendments provide for several matters of import to the teaching profession:

Under certain circumstances the whole of Easter week will be a Statutory Holiday in future. Ash Wednesday, the King's Birthday and Labor Day are removed from the list of compulsory holidays, but the Board is given the power to declare any of them as a holiday. These three days will offset almost entirely the four extra days of holiday given during Easter week. Had not there been some offset to the four extra days' holiday during Easter week, it would have made it impossible for most of the town and city Boards which open for the fall term on or about September 1st to put in the required 200 days, which henceforth will constitute a school year.

The effect of the 200-day year will be to eliminate scores of disputes which arise at the end of every school year. Heretofore, School Boards which did not open before the beginning of September did not make it possible for the teacher to put in the full 210 days, and endless jangling and haggling were the order of the day. Teachers who had put in the full year's work and yet had not been able to teach for 210 days were subjected to deductions from the full year's pay. The Alliance sued one School Board, and judgment was given for the teacher and he was paid the balance unpaid of the full year's pay, although he had not completed the full number of 210 teaching days. Nevertheless, unless there had been an amendment made to the School Act providing for the teacher to receive one 200th of a year's pay for each day actually taught,

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it is more than likely that many lawsuits would have been necessary before School Boards in many districts would have come to consider the teacher as entitled to receive a full year's salary for a full year's work. Most teachers who remain a full year in a school, teach for at least 200 days, and the lessening of the school year by ten days will remove the potentialities for further wrangling on this point.

The 200-day year will have the effect of benefitting teachers who put in less than a full year in one school: it will raise the pay per day by approximately 5 per cent.

Referendum and recall is now provided for with regard to city School Boards. Why does it not apply to the rural School Boards also? Surely the recall is much more necessary in the rural districts than in

the cities. The amendment reads as follows:

"Wherever in any city charter there are any provisions governing referendum, recalls or the taking of plebiscites, such provisions shall apply *mutatis mutandis* to the elected representatives and business of any School Board, elected for any school district which is included either wholly or partially within the limits of any city, provided that if any plebiscite is held or any referendum taken or any recall demanded at any time, other than the date of the general municipal election, the expenses of such plebiscite, recall or referendum shall be borne by the School Board affected thereby."

All the above amendments to the School Act come into force the 1st day of August, 1925.

Editorial

VALEDICTORY

This number concludes the fifth volume of the *A.T.A. Magazine*, and also brings to an end our services as Editor for the past five years.

That our connection with Alliance work in this Province has terminated so summarily is, of course, a matter for no small regret on our part.

We must, however, express the hope that our readers will support the new Editor in making the *A.T.A. Magazine* worthy of the organization it represents.

ADVERTISING EDUCATION

We teachers have been poor business men. We never advertise. The manufacturer of soap or jam advertises his wares, and people take notice. We have seldom tried to convince anyone but ourselves that our wares are of any use. In order to inaugurate a publicity campaign, the A.T.A. will devote a page now and again to the Value of Education. The figures below are based on an article by A. M. Allan. Tack them up in the class room. Make a Civics lesson out of them, and use them as a basis for arithmetic problems.—F. S. W.

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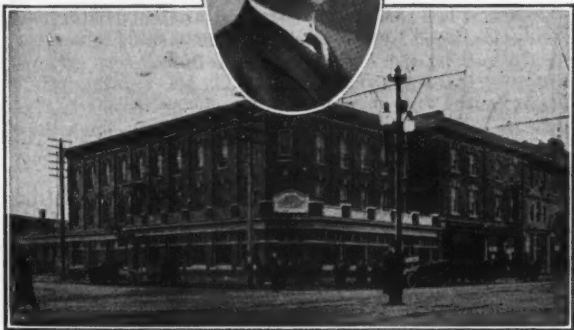
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President's Report

Eighth Annual General Meeting of the A.T.A.

Delegates to the Annual General Meeting
and Fellow Members of the Alliance:

I feel it a great honor to have this privilege of presenting for your consideration the President's report on the various activities of your organization for the year 1924 and 1925.

As a foreword, I may say that, in the Alberta Teachers' Alliance, we have an organization of which we may very well feel proud. The enormous amount of correspondence which is being carried on through the office of the General Secretary-Treasurer convinces me of two things, viz.: (1) That the organization is giving real and necessary service to teachers, even in the remote parts of the Province; and (2) that the teachers of the Province are coming to use this service more and more. Yet I feel that there are still some teachers who do not appreciate the value of the service which is at their disposal, either because they are not acquainted with what is being done by the organization, or because they are so happily situated that they require neither assistance nor advice. The very fact that it is necessary to make a personal call on many teachers in order to collect the membership fees seems to indicate that they are not very enthusiastic, at least in this one particular. Indeed, I have wondered if some scheme could not be devised to overcome this unpleasant task, which usually falls upon a few faithfuls. In order to obviate any possibility of their being unacquainted with the facilities which we have for serving them, I have decided to deal with the mechanism of the organization and to weave into my report the various ideas I have to present to you.

As organized at the present time, the Alberta Teachers' Alliance has the following facilities for giving service:—I. Local organizations. II. The Provincial organization, with its (a) Executive; (b) Law Committee; (c) Finance Committee; (d) General Secretary-Treasurer; (e) Official Law Firm; (f) Law Courts; (g) A.T.A. Magazine, and (h) A.T.A. Bureau of Education. III. The Dominion organization, known as the Canadian Teachers' Federation. I shall deal with each of these parts of our organization in the order given.

I. Local Organizations.—It is these bodies which initiate all matters which come before the Provincial Executive. They control their own local affairs, and serve the Provincial Executive in carrying into effect such matters of detail as pertain to their particular districts.

II. The Provincial Organization.—

(a) The Executive.—This is a body of elected representatives of the teachers of the Province, which constitutes a clearing-house for proposals submitted by the various locals. It controls and manipulates all the activities of the Provincial Organization; crystallizes the ideas of teachers; adjusts their grievances; collects unpaid salary accounts; directs law suits, and brings before the Government of the Province those matters which require legislation. It is through this body that the teachers of the Province communicate with the other teacher organizations of the Dominion and elsewhere.

During the year the Executive has held meetings as follows:—

(1) In April, 1924, immediately after the A.G.M. in Calgary, an organization meeting was held, at which all new officers were duly installed, the committees for the year appointed, and a few items of unfinished business completed.

(2) On May 27, 1924, a meeting was called at Calgary to adjust some urgent matters regarding the operation of the Bureau of Education. At this meeting it became evident that the Bureau could not afford to support adequately full-time agents in the field, and as a result the practice was abandoned. A line of credit of \$1,000 for the Bureau, at the Imperial Bank in Edmonton, was also authorized, of which sum I believe the Bureau used \$750.00. This amount, I am informed, has since been reduced to \$600.00.

(3) In July there were three meetings. At one of these meetings a delegation from the Edmonton High School Local met with the Executive with a view to making a final settlement of the Edmonton Strike Fund. They presented a proposal that all monies which were received from the Canadian Teachers' Federation, some \$1,200, should be placed on deposit in a Special Reserve Fund, and to be used only for certain, definite purposes which might be agreed upon. Since it was the desire of the Executive that this proposal be submitted to the various Locals for consideration, the final settlement was left over until their meeting in December.

A second meeting, really a continuation of the former, was held a few days later for ordinary routine business.

The third meeting referred to was held in the office of the Minister of Education, in the Parliament Buildings. For this meeting, the Executive added to its numbers several prominent teachers who were marking examination papers, and formally presented to the Minister the various resolutions requiring legislation which had been passed at the A.G.M. at Easter. In this connection, I am pleased to report a very patient hearing on the part of the Minister, in spite of the fact that the meeting continued for some three or four hours. Although he could give no definite promise that all or any of the resolutions would be adopted by the Government, yet he gave us the assurance that they would receive very sympathetic and serious consideration. As a result, we are given to believe that some of the proposals made at this meeting will be placed on the statute books of the Province before the close of the present session of the Legislature.

(4) On December 30 and 31, 1924, we held another meeting, in the Public Library Building in Calgary. Besides the ordinary routine of business, there were two matters of importance dealt with. First, a motion was placed on our books to the effect that we initiate a Reserve Fund, as suggested by the delegates of the Edmonton High School Local at our meeting in July, and that the purposes for which this fund might be used should be definitely decided upon by a joint committee composed of representatives of the Edmonton H.S. Local, the Edmonton Strike Fund Committee, and the Provincial Executive. Secondly, the Provincial

Pension Scheme was launched. As this question will be dealt with at some length in the A.E.A. meeting on Wednesday, April 15, further comment here is unnecessary.

(5) The last meeting of the Executive was held this morning to make final arrangements for the A.G.M.

(b) The Law Committee.

This Committee consists of four members of the Provincial Executive, viz., the President, the Chairman of the Law Committee, and two other members. The personnel of the Committee for the past year was Messrs. F. Parker, of Calgary (Chairman); G. Woolf, of Cardston; C. Riley, of Medicine Hat, and myself.

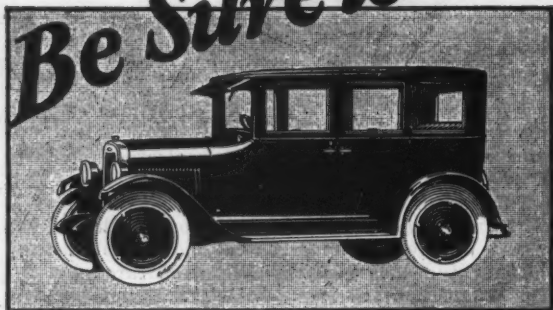
It is the duty of this body to consider grievances of teachers, obtain legal advice if necessary, make states of claim for unpaid salaries, and order court actions. In connection with the work of the Committee, I am pleased to report that we did not lose a single case during the year. There were four very important judgments, as well as several minor ones, given in our favor, details of which will be given in the Law Committee's Report. I might suggest, however, that our law costs this year are very low in comparison with the number of cases which were placed in solicitors' hands.

Since the members of this Committee are usually widely distributed over the Province, it is impossible to hold meetings except at the time when an Executive meeting is held. As a result, much of the business must be transacted by mail. Our method of carrying on in this manner is to submit to the members of the Committee, in a letter, all correspondence bearing on a case. This letter is sent around to the different members, beginning with the President, and finally reaching the Chairman, who forwards it to the General Secretary-Treasurer. Each member studies the correspondence, and sends along, in writing, to the Chairman, his judgment of the case. If the opinions expressed by the different members are strongly in favor of court action, the Chairman instructs the General Secretary-Treasurer to proceed immediately, through our solicitors. If, however, the Committee disagrees, or advises against taking action, the General Secretary-Treasurer is instructed to take up the matter with the teacher and the Board, with a view to obtaining some other satisfactory settlement. When a case of considerable importance arises, the matter is referred to a full meeting of the Executive. Now, up to the present, this system has been found to give good satisfaction and to bring the results desired.

(c) The Finance Committee:

This is a Committee consisting of three members of the Executive, whose duty it is to check all receipts and disbursements of the Alliance, and to report to the Executive on all financial matters. The personnel of this body during the past year was Messrs. H. L. Humphries, of Edmonton (Chairman); J. E. Somerville, of Edmonton, and Jas. McCrea, of Vegreville. I may mention here that this is the first year that the Execu-

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tive has formed such a committee, so that the idea has been more or less of an experiment. The continual checking of accounts has been an enormous task, much greater than any of us had anticipated. It has required a great deal of time on the part of the members of the Committee, and also of the General Secretary-Treasurer. The object of the Executive in forming this Committee this year was to meet the desire of the membership, to have all matters of finance under some supervision.

I consider this a good place in my report to commend the members of this Committee, the Law Com-

mittee, and all the other members of the Executive for their cheerful co-operation and untiring efforts in making this a banner year in the history of our organization.

(d) The General Secretary-Treasurer:

The General Secretary-Treasurer, Mr. J. W. Barnett, of Edmonton, is the chief organizer for the Alliance. It is his duty to attend the various Teachers' Conventions, the Trustees' Convention, and meetings of other organizations where teachers' interests are discussed. It is he who visits teachers in difficulty, investigates both sides of the trouble, endeavors to obtain an amicable settlement, and reports his findings to the Executive. It is he who collects the correspondence on the various cases, and submits it to the Law Committee. In short, he is the official who is constantly on guard to protect teachers' interests, wherever they may arise. In this connection, I might cite the fact that he was largely responsible for the defeat, in the Legislature a few days ago, of an amendment to the Edmonton City Charter, by which an attempt was made to make it illegal for a school teacher to hold a position on a City Council as Alderman. For this, I consider, he deserves great credit from the Alliance, checking as he did a move to the detriment of the teaching body at a time when the majority of teachers were entirely ignorant of what was taking place. From my work with Mr. Barnett during the past year, checking, as I do, all correspondence sent out from his office, I am convinced that we have in him a man of inestimable value to the teachers of this Province. Any suggestion to the effect that he does not do much work is absolutely false. To this I can certify, and feel satisfied that, by revealing the copies of correspondence I hold, I can convince any fair-minded person, that there are few people who could handle the work so efficiently. The very nature of the work which he is compelled to do is bound to create enemies. Every time he wins a case for a teacher, someone is disgruntled; and I am satisfied that most of the criticism passed along among teachers had its origin in such cases. It is pure propaganda disseminated among our ranks to weaken us. Let us be on our guard.

Then, again, the criticism that his personality is such that he is unable to co-operate effectively is also false. It is not a question of personality at all: it is rather a stubborn opposition to the teachers' movements as a whole. We have had to fight for an existence, for recognition, and for a status in the educational field. And we have succeeded largely through the persistent and consistent efforts of Mr. Barnett. The accomplishments of the past year show that the organized resistance and propaganda which we have had to face in the past have largely disappeared. It was the teachers' organization, not the personality of the General Secretary-Treasurer, that was struggling, and we were more or less blinded by propaganda.

(e) Our Official Law Firm:

The firm of lawyers employed by the Alberta Teachers' Alliance is the Van Allen, Simpson & Co., of Edmonton. This is the body which serves us with legal advice, collections of salary accounts, and in bringing matters before the Courts.

The great advantage we derive from using the same law firm in all legal matters is that they become experts on School Law. It is not in their interests to exploit us by urging hopeless cases, because our future business is valuable.

Now, this service is available, free of charge, to

every teacher in the Province, if they merely write to our General Secretary-Treasurer, and the advice thus obtained is absolutely reliable.

(f) The Law Courts:

This service is used only in cases of necessity, when settlements cannot be obtained otherwise. The Courts serve the Alliance in three capacities: (1) To test the meaning of the School Act. (2) To adjust grievances. (3) To collect unpaid salary accounts.

The very fact that we have definite arrangements for using this service makes it possible for us to make many adjustments out of court, and enables us to co-operate with the powers that be. Our court successes during the past year will, no doubt, make this factor of very great service to us in making adjustments by negotiation in the future.

(g) The A.T.A. Magazine:

This is the official magazine of the teachers' organization. It serves to keep teachers informed on the activities of the Provincial Executive, and those of the various locals throughout the Province. It should serve in fostering a professional spirit among teachers, and making teaching a real "profession" in every sense of the word. Now, since the very nature of its objects requires that the attitude of the different Locals, and that of the other activities of our organization, be placed before the teachers, it would appear that the Editor of this paper should be in close touch with all Alliance matters. Otherwise, he can do nothing more than express his own personal opinions. Unless in touch with all Alliance business, he is at a loss to know what to insert in its columns. The natural consequence is that a large part of the paper must be made up from interesting clippings. In my opinion, editorials should constitute an important part of any paper. It is these which give a paper its "color" as it were. Now, how can anyone write editorials when he has nothing definite to write about?

As to the other material which goes to make up the paper, it is the duty of every teacher in the Province to make contributions and suggestions. The paper is yours, and it is up to you to make it what you desire it to be.

A report will follow on the financial standing of the magazine. I shall say nothing about that here, except that it is more than self-supporting.

(h) The A.T.A. Bureau of Education:

The Bureau is, more or less, an organization in itself. It is intended to serve two purposes, viz.: (1) To enable teachers to complete their Grade XI. standing or proceed with their studies in Grade XII. work, and (2) to give to young teachers the valuable service of experienced teachers in conducting class-room work.

Theoretically, this is a wonderful service for a teachers' organization to give to its members. I can well remember when I would have been very glad to obtain just such material as is offered. The service is becoming popular, and many young teachers are availing themselves of the opportunity to use it. I am informed that the business of the Bureau is somewhere between \$500 and \$800 per month, most of which is obtained without direct canvass. This is an indication of the fact that it must be giving a line of service which is desired.

Now, as you are all aware, the Bureau has been a thorn in the flesh of the Alliance ever since it was organized. I think that we all agree that it should never have been undertaken by the Alliance at all. But, we have it now, and the question is, "What shall

we do with it?"

It appears to me that the great difficulty with the Bureau is that, "in theory", it is controlled by the Executive, but "in practice" it is not. Last year, at the A.G.M., you will remember, there was a resolution passed, asking that the Alberta Teachers' Alliance, the A.T.A. Magazine, and the A.T.A. Bureau of Education, be all placed under one head, a general manager. But it was felt that the hands of the Executive should not be bound, and that if it were possible to co-ordinate these three factors into one harmonious system, with the dual head, it should be done. Now, I may say that during the year the Executive has exerted every effort to establish this harmony, but the experiment can scarcely be called a success. Now, during the year, certain definite facts regarding the operation of the Bureau have become manifest, viz.: (1) That the Bureau cannot afford to put full-time men in the field to sell courses. Our experience with certain agents has shown that teachers are too widely scattered to make it possible for an agent to make a living wage. (2) That it does not seem advisable to urge teachers to buy these courses. There are many bad debts as a result, and the Alliance cannot afford to sue its members. In this connection, I wish to mention that, about three weeks ago, there were 55 lawyers' letters sent out to these teachers. This was done without the authority of either the President of the Alliance or the Chairman of the Board of Directors. What authority was obtained, I do not know. What the result will be we can only anticipate. No doubt there will be 55 enemies in our ranks. (3) A smooth and agreeable co-operation between the two offices does not seem possible.

Now, this is a question that this A.G.M. must settle. Since it involves two prominent individuals of the Alliance, it is a personal question, and should not be left for any Executive to solve. There is absolutely no use of trying to continue as at present. It will not work.

As a solution to the difficulty, three possibilities have been suggested, viz.: (1) To place the control of the Bureau under the chief official of the Alliance, and let it be operated as a teacher-aid branch and carried on largely by stenographer and office help. (2) To sell out the Bureau to a group of private individuals, to be operated as a commercial enterprise. If this course be adopted, it will be necessary for the company so formed to buy up all shares sold to teachers under the name of the A.T.A. These shareholders should not be coerced into holding stock in this company unless they wish to do so. Another thing about this method is that it gives a certain group of teachers an opportunity to exploit others. (3) To go into bankruptcy, liquidate all debts, and let there be an end of it. This would be a serious move, in that it would reflect upon the name of the A.T.A. and would involve an enormous financial loss if undertaken at the present time.

The Financial standing of the Bureau will be given in another report.

III.—The Canadian Teachers' Federation:

This is a body composed of the chief officials of all the teacher organizations of the Dominion. As constituted at the present time, the Executive is composed of a President, a Past President, a Secretary-Treasurer, and one representative in each of the Provinces. These officers are in constant touch with each other, as is indicated by the articles which have appeared in our

magazine from time to time. Last year we were honored by having an Alberta teacher, Mr. H. C. Newland, M.A., of Edmonton, serve as President of this great organization.

This body holds a Conference, or Annual General Meeting, each year in the month of August. Last year the Conference was held in Victoria, B.C., where Alberta was represented by the President, Past President and General Secretary-Treasurer of the Provincial Executive.

For this meeting, the C.T.F. organized and operated its first special teachers' train from Montreal to Victoria. The experiment was a huge success, so much so that a similar train is to be operated this year from Victoria to Toronto, where the next meeting is to be held in August. I believe there is to be a further extension of this trip from Toronto to Halifax and Charlottetown, part of which is to be by water route down the famous St. Lawrence River. Many teachers take advantage of these trips as a means of combining education and pleasure in a real enjoyable holiday. The train is completely under the control of the teachers, and makes stops for several hours at all points of interest, either from a geographical or a historical point of view.

My impression of the business done at Victoria is that the C.T.F. will soon become a very important factor in the educational field of the Dominion. Being made up, as it is, of teachers serving under different conditions, different Departments of Education, different contracts, and different school systems, it is evident that considerable time must be spent in getting acquainted with each other's problems. However, at the Victoria meeting, a definite start was made in the direction of giving a real service which no other organization can give. For example, each Province was instructed to concentrate on one problem during the year. Alberta's problem this year is to gather statistics on educational per capita costs, taxation, and other phases of educational finance. This, you will recognize, is, and always has been, a stumbling block to educational progress: the question of where the money is to come from and how it is to be raised. I may say that our General Secretary-Treasurer, during the year, has gathered an enormous mass of data from all over the Dominion on this subject. As this material accumulates, several discoveries are being made which will be of great value, not only to the Alliance, but to Education Departments, School Boards and City Councils, and may result in revolutionizing the whole question of taxation.

The problem given to Saskatchewan is that of securing data on teachers' contracts, so that a Dominion-wide, standard form of contract may be developed.

Another problem given to one of the other Provinces is that of paving the way for a mutual exchange of certificates among the Provinces; so that when a pupil or teacher secures a certificate in one Province, that certificate will be accepted at face value in each and every other Province. That is, if a teacher obtains a First Class Certificate from a Normal School in Alberta, that certificate will rank as First Class in all other Provinces. This, you will recognize, is a very necessary move.

There are other problems undertaken in the same way, one in each Province, which means that this year there are seven such problems under definite study.

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readily recognize the service which can be rendered by just such an organization as we have in the C.T.F.

Now, in conclusion, I wish to say that the Alberta Teachers' Alliance is one of the most progressive organizations in the Dominion. We have our difficulties, the greatest of which is to enlist the membership of rural teachers. We need all teachers, and all teachers need us. The greater the number of our members, the

greater is our ability to co-operate and to serve. This year we have begun to reap the fruits for which we organized. Outside bodies are beginning to tolerate us, and to give us the recognition we deserve. Let us think Provincially rather than locally, and we may yet build up a real profession within the ranks of teachers. We have a powerful machine in our hands, and, if it is not working properly, it is our duty to repair it.

Eighth Annual Report of the General Secretary

"The teachers of Canada have reason to be proud of their achievements during the last five years. Over 16,000 are now united in bonds of fraternity to promote the cause of Education, to foster a professional etiquette and code of honor among the members of the profession, to secure conditions essential to the best professional service, and to obtain for the teachers a larger voice in educational affairs. Formerly there was no organization with authority to safeguard their interests and voice their views. Now the officers of the Federation and constituent organizations, elected by the teachers to represent them, are devoting their time and energy to improve conditions locally and raise the status of the profession throughout all Canada. Their faithfulness is being rewarded by indisputable progress."

These words of Lt.-Col. Michell, President of the Canadian Teachers' Federation, diagnose perfectly the trend of informed opinion of educationists throughout Canada with respect to the teachers' organization movement. What is true of Canada as a whole is still more true of Alberta.

Seven and a half years ago the teachers of Alberta took their first step towards developing a professional consciousness amongst the members of the teaching staff of Alberta. Even the most optimistic of the few who had faith in the idea of a teachers' professional organization ever dreamed that within a few short years the Teachers' Alliance would become an institution acknowledged as such by the Government of the Province, by the School Board, by other public and private organizations, and by the public generally.

Public and other organizations now seek our advice and look upon the Alberta Teachers' Alliance as the teachers' organization of the Province of Alberta, competent to transmit with authority the opinions, aims and policies of the teaching body. At last the time seems to have arrived for the teaching profession in Alberta to come into its own. Policies initiated by the Alliance are now being recommended by the Minister of Education, as is instanced by his advocacy of a Blanket Tax for Educational purposes. The long period of defeats in the Law Courts seems to have merged into a wave of successes, successes which point the way to light, confidence, and respect for the teaching profession—the Alliance has turned the corner, and the teachers may be buoyed with a hope of a brighter future.

Chief Inspector Gorman, of Alberta, says: "I desire to congratulate the Alberta Teachers' Alliance upon its outstanding and continued success. It has become more than an organization: it is now an institution. The consolidated judgment of the teaching body of a great community is of inestimable value to the Government, to the Department of Education, to Trustee Boards, to teachers, and, in fact, to all people,

both individually and collectively, because everyone is affected by education, whether he wishes to be or not. May I venture to suggest, also, the paramount necessity for a spirit of great fairness, and for the closest and sanest deliberation upon all issues, in order that the expressed judgments of the Alliance may continue to merit, and in an ever-increasing degree, the confidence and support of the general public."

The General Secretary's report last year stressed the fact that the public as a whole was unconsciously striving for light and leadership on matters educational, and that the obligation devolved upon us as a solid body of educationists to rise up and take the lead. However, a great deal needs to be done yet to arouse the giant of apathy. The West, especially, is lamentably conservative with respect to education. In no place in the world, probably, is so much heard the cry for "economy in schools." A remark recently uttered by an influential member of a large organization, that "the School Board members spend money like a bunch of drunken sailors," is typical of the attitude of certain sections of the public men of the West; in fact, "badgering" the School Boards has become a favorite sport of many whose sole aim is to avoid the continuation of a tax-supported educational system. Many of this class of citizen would far rather pay \$1,000 in fees for the education of their own children than \$100 in school taxes to support the present ideal of equal educational opportunity for all. The public as a whole are unconscious, seemingly, of the danger of the activities of organized minorities; in the large centres, especially, opposition is springing up everywhere against the full and complete autonomy of School Boards. As yet, no success has rewarded this active minority effort, but much anxiety is occasioned, nevertheless, to the public-spirited and high-souled men and women serving on School Boards who are spending themselves with religious zeal in the cause of true education. Reactionaries—public spendthrifts in the "boom" days—are marshaling their forces to cripple the system and fetter the activities of the publicly elected representatives of the people, in whose hands has been placed the trust of safeguarding the interests of the young.

Thoughtful, informed men and women hesitate to say, but nevertheless know, that the preservation of a modern system of education and a further curtailment of expenditures at the same time, is impossible. Salaries are more or less standardized throughout the Dominion today, and any curtailment of educational expenditure would necessarily mean a paring of salaries of teachers, with its resultant lowering of the standard of efficiency. The demand is for more efficiency, not less; the public generally appreciates this, and would not tolerate any lowering of the standard. City Councils are at wits' end to finance the schools

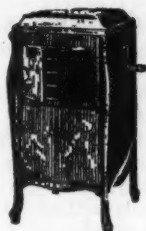
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and public services, and the tendency is to make the educational system the fulcrum on which the quarrel between Municipal Councils and Provincial Government turns.

The teaching profession is not, should not be, a party to this dispute. The money to finance an educational system is obtainable, when it is considered that \$12,000,000 can be spent in seven months by this Province on liquor alone—\$200,000 more than the total budgets of the entire educational expenditures for all purposes—provincial and municipal—in a whole year.

Educational per capita expenditures have decreased, not increased, as is generally supposed, since 1914—when the purchasing power of a dollar now, compared with its purchasing power in 1924, is taken into consideration; in fact, the actual dollar capita cost per pupil has actually decreased in several centres—Edmonton is an example. In 1914 it was \$85.54; in 1924 it was \$85.25. This condition has arisen because the burden has been borne by the teachers through an increase of the "class load."

Much has been said by economists, so called, concerning the high salaries paid to teachers. Few made the contention in 1914 that teachers' salaries were too high, so that, if the purchasing power of the teachers' salary in 1924 has not increased, the argument that "extravagant" salaries are now paid falls to the ground.

Let us examine the facts of the case. The Minister of Education, in a recent address to the Alberta Trustees' Association, drew attention to the fact that although the expenditures for education during the past few years had increased, judging by the figures, yet, taking declined money values into consideration, there was little change. The cost of operation of all Alberta schools in 1914 was \$4,096,142; in 1923 it was \$8,362,506. If allowance be made for the decreased purchasing power of the dollar, the \$8,362,506 should be cut one-third, making the comparison roughly \$4,000,000 to \$6,000,000. But the average attendance of pupils in Alberta schools was 54,582 in 1914, and 105,825 in 1925. This means that while the average attendance has increased 100 per cent., the actual value expenditure has increased only a little more than 30 per cent.

The per capita cost, based on enrollment, according to the Departmental Report, was \$76.55 in 1914, and \$79.01 in 1924. The purchasing price of the dollar in 1924, compared with its value in 1914, is as 102 to 152. Had the per capita cost advanced to meet the decline in money values, the per capita cost in 1924 should have been 76.55, multiplied by 152 over 102, equalling 114.07. The actual value decrease per capita is, therefore, 44.37 per cent.—Why all the talk about increasing costs for education? The teachers have borne the burden of curtailing per capita costs, and it is only reasonable to urge that the public should take this fact into consideration when necessity compels them to meet the charges arising from the increase in school population.

The purchasing power of the teacher's salary has declined considerably since 1914. For illustration, take a typical example: A High School teacher's standing in Edmonton. In 1914, the schedule was \$1,800 to \$2,300. The median would be \$2,050. The schedule today is \$2,000 to \$2,900—median \$2,450. Had increases been granted to compensate for increased living costs, the schedule would be approximately one-third higher than in 1914; it would be \$2,700 to \$3,075

—median \$2,887.50. The decrease in purchasing power is \$2,887.50—\$2,450 over \$2,887.50, equalling \$437.50 over \$2,887.50—over 15 per cent.

The 1914 Departmental Report gave the average salary of all Alberta teachers as \$810.23. The figure today should be \$810.23, multiplied by 152 over 102, equalling \$1,207.40. The average salary actually paid in 1924 was \$1,186.95. These figures, however, without some amplification, do not enable one to gauge accurately the situation. The position of the qualified teacher is much less satisfactory than the figures show. In 1914, no less than 1,111 of the 3,978 teachers employed were not fully qualified—nearly 36 per cent. These teachers were in certain cases paid as low a salary as \$480 per annum. This meant, necessarily, that these teachers lowered the average salary considerably of the teachers. In 1924 only seven per cent. of the teachers had a lower certificate than second class. Today the Statutory minimum of \$840, except for religious teachers in Separate Schools, has eliminated almost the comparatively very low salaried teacher; consequently, the "cutting down" of the average in 1914 by unqualified teachers was much greater than in 1924, because of

- (1) The relatively smaller number employed.
- (2) The influence of the Statutory minimum of \$840.

It is reasonable to assume that the average salary of qualified teachers was considerably higher than the Provincial average of \$810.23 in 1914, and very little higher than the Provincial average in 1924. This granted, then the economic position of the Alberta teacher in 1924 is very inferior to the 1914 status, and that all talk about the "well paid, prosperous, fortunate teacher" is inaccurate, unjust and misleading.

Let us see how things compare with England and Wales, where the purchasing power of a pound sterling, as compared with 1914, is as 100:181.

The following is an extract from the Board of Education Report for 1922-3:—

Teacher Group.	Average salary as on 31st March				
	1914	1920	1921	1922	1923
	£	£	£	£	£
Certificated Head Teachers:					
Men	177	305	371	391	410
Women	126	238	300	314	327
Certificated Assistant Teachers:					
Men	129	249	304	305	310
Women	96	189	238	246	254

It will be seen that the qualified Head Teacher's salary advanced as follows:

Men: £177 to £410, an increase of 230 per cent.

Women, from £126 to £327, an increase of 260 per cent.

Certificated Assistant teachers:—

Men: £129 to £310, an increase of 240 per cent.

Women: £96 to £254, an increase of 265 per cent.

Salaries in Scotland show similar increases. The purchasing power of £1 sterling in 1924, compared with 1914, is 100:182. The above figures show that the increase in salary to teachers in great Britain has much more than compensated for the increased cost of living, while the teacher's status in Alberta has actually suffered a serious setback.

True, we have official information from the National Union of Teachers that the scales of salaries have been subject to a 5 per cent. abatement, and that this abatement is now the subject of arbitration between the authorities and the teachers, Lord Burnham

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having been accepted by both sides as the arbitrator.

It is also worthy of note that the teachers' salaries in the Old Land are absolutely free from the pernicious system in vogue in Alberta, where practically every school position vacant, outside the cities which have salary schedules, is put up for auction, the lowest bidder getting the position. (Apply, stating qualifications and salary required, etc.)

In England and Wales, the law of supply and demand does not affect the actual salaries paid to the teachers. The two parties concerned, teachers and educational authorities, all act together. Representatives of both parties "put their feet under the same round table" and evolve a scale or schedule of salaries for the country as a whole. Perhaps, if the trustees of the Province could be induced to think provincially rather than locally, and through some recognized and authoritative representative trustee body, meet with the same representative and authoritative body of teachers, a replica of the famous Burnham Scale might be evolved for Alberta teachers, which could not but react most beneficially to teachers, School Boards, school children, the teaching profession, and education generally.

The onset on teachers' salaries has been very severe during the past year, but no serious inroads have been made in the teachers' status. Many arguments have been advanced that the annual salary of the teacher should be susceptible to prevailing conditions throughout the Province. If this be so, then there should have been a corresponding rise in teachers' salaries when the price of farm produce, etc., rose so phenomenally during the past year. As a matter of fact, no such rise has been experienced during the past year, neither are higher salaries paid in prosperous communities than in the drought-stricken areas. These facts all tend to show that the market price of the teacher's services is materially influenced by two factors only: the law of supply and demand, and the degree of organized effort manifested by the members of the profession to raise or maintain their status. An organized demand for the \$1,200 minimum, made some five years ago, resulted in an average salary of almost \$1,200 being paid. This produced an influx of teachers into the Normal schools, a migration to Alberta from outside, an oversupply without any corresponding great increase in organization, a scramble for positions, lack of security of tenure, a natural adaptability to prevailing conditions on the part of members of School Boards, and an inevitable consequence—a lowering of salaries. The wonder is not that salaries of teachers in 1921 have fallen from \$1,288.89 to \$1,086.95 in 1924, but that the average has not fallen approximately to the statutory minimum. The organized centres have done a work for the cause of education and of the teacher which can never be repaid by the profession as a whole. Rural teachers, and those in the smaller centres, must cease to consider themselves as "beings set apart," they must be led to see that for the past four years they have been the "wards" of the organized centres, and that the time has now arrived for them to take their place as mature and independent members of the profession. Organization in the rural centres has never been so serious a question as it is today. The Alberta Teachers' Alliance is seeking to unite the profession into one large unified fraternity, whose aim and object is to promote the best interests of the professional teacher, and place the profession of teaching in its rightful place of dignity and leadership

among all other professions. The time has come when one-man success is limited. This is the age of co-operation, of united effort. Doctors are organized, lawyers, and even preachers. Why? Simply because, through co-operation, they have been able to promote the welfare of the nation by bettering their respective vocations. Likewise, the professional teachers must gather their forces and unite more determinedly to place their profession in its rightful place of leadership. Teachers must think objectively, not subjectively; they must consider, not so much what immediate use the Alliance is to the individual, what have been the benefits of membership in the past (and they have been many), but view the question of organization and membership from the higher standpoints of professional advancement, co-operation, fraternity, and educational progress and evolution.

We have good schools in Alberta, why not make them better? The only way in which this can be done is by placing trained educators in authority in the place of leadership, then the influence of the profession and the school shall not be confined within the four walls of the classroom, that it may be made to permeate into the heart of every home in every community.

The greatest difficulty the Alliance encounters is the lack of any sense of obligation to the profession on the part of so many of the principals of town and village schools. Their position is such that they are the recognized leaders of the profession in their district. Requests come in from teachers in rural schools, and in towns or villages, for locals to be established: a letter of appeal is sent to the principal, and oft-times even the stamped self-addressed envelope is not returned. The reply sometimes is that the "teachers" are not "keen," that they are apathetic; but the actual fact is that apathy of the assistant teacher or rural teacher is a reflex of the attitude of the natural teacher leader of the community. The real enemy of the Alliance, who does more harm than the one openly opposed, is the one who never translates his conviction into deeds—who knows, but never tries to show, by his general cause of action, that he knows. A campaign of "vigor, determination and emulation" with regard to organization amongst town and village principals would do more good to the cause today than the great forward movement in 1919 and 1920.

The rural teachers, generally speaking, are not so self-centred as is often suggested. Very few teachers, when appealed to, individually show any opposition to affiliating with the Alliance, but the member who is professionally minded becomes disheartened, after joining the Alliance, to find that, owing to their being no local in the neighborhood, the Alliance means little more to him than a security, or a present help in time of trouble, or as a fraternal method of contributing to assist some teacher in trouble less fortunate than himself.

The most effective method of swelling the roster of membership yet adopted has been the personal visit to the teacher. Little of this work could be done during the past year, because the road travel season has been so short. The Annual General Meeting was very late last year, and the roads have been impassable since October. No agents whatever have been in the field since October, and consequently no personal solicitation work apart from the Conventions has been possible. Besides this, the hard winter has seriously affected the attendance and organization of Local

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are as torches to lead us through dark places. In the knowledge of a great man's endurance is strength; in his failures is understanding; in his success is hope. And when a teacher comes to tell her pupils of his struggles, disappointments and victories, she has material for developing courage, ambition, and idealism."

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Alliances. It has not been a good year from the standpoint of organization, and the number of membership fees received since March 31, 1924, to the present time is

New locals have been established during the past year at Radway Centre, Ponoka, Provost, Consort, Coaldale, and Banff.

A great deal of circularizing of teachers has been done, with a view to offsetting in some degree the effect of the short organization season, weather conditions and lack of field agents. Although each circular letter sent out has produced results, still nothing is so effective as a personal call on the teacher. One gratifying feature has been the number of unsolicited requests from teachers to join the Alliance. These requests have followed the reports of successful actions won for teachers.

The supply of teachers has not been greater than the demand for any length of time during the past year. Perhaps the worst period of over-supply during previous years has been during the months of April and May, and this is not likely to occur again, owing to the lengthening of the Normal School course and the closing of the school term in June instead of April. A very large number of schools were closed during the severe winter months for a longer period than usual. This precipitated, necessarily, a serious over-supply during January and February, but at the present time no qualified teacher need be without a position, and permits are being issued to take care of the schools which cannot obtain a qualified teacher.

The Department of Education is to be commended on the "cutting down" of the number of permits, but the general opinion still is that far too many permits are issued, even yet, in certain parts of the Province, and that the irreducible minimum has not yet been arrived at. Some School Boards still flaunt the Department and the School Law by employing and engaging to employ unqualified persons to teach without any authority whatsoever, and certain persons seem to be able still to break the Law without suffering any penalty, as provided for by the School Act, for teaching while not being the holder of a valid certificate of qualification. Perhaps a few prosecutions instituted by the Department, and the carrying out of an automatic and unalterable regulation to withhold the grant from the School Board, would serve as an effective deterrent. If the teacher were fined, and the School Board made to lose money, both parties would soon see that it was "bad business" to infringe the School Act.

The greatest obstacle to teaching being on the road to join the professions is the lack of tenure. The artist, the writer, the doctor, the lawyer, the engineer, and all other professionals, invest time and money in preparation. As the years pass on, they build up their reputations, until security of position and wealth are their rewards. Contrast with them the careers of many who have devoted years in study, and denied themselves money and pleasures, so as to become competent teachers. Old age finds many teachers no longer able to compete with "new" teachers from the up-to-date Normal schools and colleges. Experience and study are discarded by many School Boards. The worthy teacher is entitled to teach as long as he is of value to the community.

The only reason why teachers have organized, and are organizing, to secure better tenure conditions is because School Boards are often appointed or elected

for political reasons. With changes in administrations, it is sometimes convenient for the board to find a place in the school for their relatives or friends. The school system and the spoils system have been too closely associated in some communities. If the School Board has the final jurisdiction in deciding whether a teacher is efficient, it is a very easy matter for a first rate teacher who is not popular with the majority of the Board to be dismissed. Any criminal is allowed witnesses, counsel, and the right of an impartial jury to decide the case; it is only just and fair that a teacher should be given a fair opportunity to present his case. Where the School Board consists of representative citizens who are interested in the welfare of the child, the teacher's interests are conserved. This often is not the case. Security of tenure is needed because, in some communities, a teacher is completely under the domination of a local School Board swayed by other considerations than their trust to education. How can a teacher who is unjustly accused, even dismissed, expect redress, when the School Board is empowered, unbridled, to render the final decision in the case. The two highest callings—the ministry and teaching—which do the most to uplift humanity are the two callings least able to protect themselves. Security of tenure means dignifying teaching so that appointment, promotion and dismissal are placed on a sound basis. Little headway has been made in Alberta yet. The present form of agreement remains unamended, the time of notice of the "hearing" meeting being deliberately framed without any intention of enabling the teacher to obtain any assistance whatever in defending himself. Neither is there any effective impartial tribunal in existence to look into, or act, in cases of dispute on the all-important question of dismissal and resultant loss of professional reputation of the teacher. No question is more vital than this to the teacher, and experience has proven that little headway can be made in raising the dignity of the profession in Alberta until the Department of Education can be induced to provide some method of redress. Tremendous expense has been loaded on the Alliance every year since its inception, in order that when it is suspected that a School Board has overstepped the limits of the law in respect to their treatment of the teacher, the Alliance has taken action in the courts. An adequate Board of Conciliation or Arbitration would do away with the necessity for legal action 49 cases out of 50, and it is very disappointing that some definite assurance of reform along this line has not yet been definitely announced by the Minister of Education. No amount of theorizing and pedagogy can be substituted for the actual knowledge that years of teaching bring. Under the "hire" and "fire" system, the child is the victim of inexperienced teachers. This gives School Boards desiring to retrench financially the opportunity to oust experienced teachers, and to employ low salaried, inexperienced teachers.

A retirement system is a corollary of a tenure system, and if the teachers have the will and determination to succeed, both can be secured. The path leads straight before us, to advance unitedly towards dignity, security, and a higher plane of self-respect and contentment, the password being "Organize."

Newly appointed Secretaries of Locals are asked to inform Headquarters immediately after appointment in order that our record may be kept up-to-date. The list of Locals and Secretaries will be published every month in the A.T.A. Magazine.



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Notes on Birds

Editor, A.T.A. Magazine:

Dear Sir,—

At a meeting of the Alliance it was said that notes of interest to teachers might be appreciated by the A.T.A. Magazine. With that in mind, I am extending the enclosed notes on birds, which will be followed each month by additional ones should these be usable.

Should any questions which I can answer concerning birds appear, I should endeavor to give the desired information.

If these notes are printed, they will be supplemented each month, as stated above.—Yours sincerely,

ONE INTERESTED IN BIRDS.

Edmonton, Alta. March 31, 1925.

ALL-THE-YEAR-ROUND BIRDS

The most common birds found throughout the year in the vicinity of Edmonton are the Chickadees, Hairy, Downy and Peleated Woodpeckers, Blue Jay, Canada Jay, Magpie, Snowy Owl, Goshawk, and the ever-increasing horde of English Sparrows.

The Hawk Owl is generally here the year round, an occasional pair of Purple Finches remains, and, when there are rabbits in large numbers, the Rough-legged Hawks remain for the winter.

WINTER VISITORS

Winter visitors vary in number and variety. Wherever there are Box-elder trees or evergreens, there will be found Evening Grosbeaks and Pine Grosbeaks, which come down from the mountains and evergreens farther north to spend the winter.

Snowflakes always visit us in winter, and flocks of Redpolls fed for several years in one locality, and again may not be seen there for a number of winters.

Bohemian Waxwings are winter gypsies, seen for a few days here and a few days in quite a different place.

SPRING MIGRANTS

Juncoes and Tree Sparrows appear about the first of March, travelling together in great flocks. They are quite tame, feeding round farmhouses on crumbs thrown to them, or sitting near by in the bushes, the Tree Sparrows filling the air with their sweet tinkling songs, accompanied by the rather heavy trill of the Juncoes. They remain between two and three weeks before passing on to their building haunts, the Tree Sparrow going as far north as the Arctic Circle. Occasionally a pair of Juncoes will nest as far south as the Edmonton district.

EARLY SPRING BIRDS

Some birds return from the south in a body, and are common from the day of their first arrival, while others straggle along and are not common for a month or more; and others still are never common.

By the 31st of March the Bluebirds, Geese and Ducks were back in great flocks, while the following birds had been occasionally seen, either singly or in pairs: Robin, Crow, Brewer's Blackbird, Redwinged Blackbird, Meadowlark, Gull, Kingfisher, Song Sparrow, and Vesper Sparrow.

Reviews and Book Notices

THE SOCIAL OBJECTIVES OF SCHOOL ENGLISH

By Charles S. Pendleton, Nashville, Tenn.; Published by the Author

Reviewed by Wilfred Wees

Sinclair Lewis could have made a good book out of it. He would have called it "Slumming," and taken us through the dives of modern pedagogy. But Lewis would have exaggerated the realism, and realism runs rampant in this large, flat book, eight inches by eleven.

Dr. Pendleton is the Professor of "the teaching of English" at the G. Peabody College for Teachers, Nashville, Tenn. His book is in the form of an investigation, using the pseudo-scientific methods of aspiring educationalists. His object, as he describes it, is to find out exactly what teachers of English hope to achieve in children exposed to necromancy of their art. He wishes to know whether the aim in teaching English is to develop in the child the appreciation of the music of the poets, or to teach him love of country, or how to pronounce words, or speed in the solution of cross-word puzzles, or what?

With the patient industry of the intelligent blonde, Dr. Pendleton constructed a list of probable reason for the teaching of English, gleaned from text-books, Courses of Study, educational magazines, and teachers themselves; 1,581 reasons in all. The eminent doctor then copied his reasons on 1,581 cards, shuffled them all up, and employed eighty teachers of English to arrange them in ascending order of proximity, each to his own ideal.

Here is the Grand Champion, gold-medalist, Great Mogul Worm that caught the most suckers:

The ability to spell correctly, without hesitation, all the ordinary words in one's writing vocabulary.

And Reserve Champion:

The ability to speak, in conversation, in complete sentences, not in broken phrases.

Number 7 reads:

The ability to capitalize speedily and accurately in one's writing.

H. L. Mencken casts vituperative spleen on these from the first and second hundred:

The ability to refrain from marking or marring in any way a borrowed book.

An attitude of democracy rather than snobbishness within a conversation.

Familiarity with the essential stories and persons of the Bible.

The ability to sing through—words and music—the national patriotic hymn, "America."

The ability courteously and effectively to receive orders from a superior.

The avoidance of vulgarity and profanity in one's public speaking.

The ability to read silently, without lip movement.

The habit of placing the page one is reading so that there will not be shadows upon it.

The ability to converse intelligently about municipal and civic matters.

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Shades of Ring Lardner and Eddie Guest! Saint Walter Mason, preserve us from such an Americana! And the cards were not juggled in a home for the mental defectives, but in the University of Chicago by eighty teachers of English sufficiently ambitious to be taking post-graduate study and distend their learning.

Dr. Pendleton includes in this voluminous report of his laborious research a beautiful set of charts and worthless zig-zags compounded with no flicker of intelligence.

If we in Canada were any purer than they in "The Social Objectives of School English" who have made this contribution to Higher Learning and the science of education, we might be tempted to cast boulders rather than splenic pebbles. But we, ourselves, are so concerned with the "bread and butter studies" of our vocational system of education, that we have lost sight of our heritage of British traditions of spirituality. If we continue to fill our educational systems with the vacuous substance of such purposes as these, we are likely soon to find our educational stomachs flapping against gelatinous spines.

If the sole hope for our future lies in emanations from American seminaries, then it would be a divine fortune for Providence to take us out in the alley and knock us on the head, that we may retire gracefully into the community ash-can.

Constitution of the A.T.A.

NAME:

The Corporate Name of the Society shall be The Alberta Teachers' Alliance.

OBJECTS:

The purposes of the Society shall be:

- (1) To advance and safeguard the cause of education in the Province of Alberta.
- (2) To raise the status of the teaching profession in the Province of Alberta.
- (3) To unite the members of the Society in an association for their mutual improvement, protection and general welfare.
- (4) To bring about united action on any matter of common interest to the teachers of educational institutions in the Province of Alberta which are supported by Dominion, Provincial or Municipal taxation.
- (5) To co-operate with teachers' organizations in the other Provinces of the Dominion having the same or like aims and objects.

CONSTITUTION OF THE EXECUTIVE AND ITS ELECTION:

The Executive Council shall consist of nine members: the President, Vice-President. Immediate Past-President, General Secretary-Treasurer, and five District Representatives. The President, Vice-President and District Representatives shall be elected by the Annual General Meeting of the Society, and shall hold office for one year or until their successors are duly appointed. The General Secretary-Treasurer shall be appointed by the Executive Council. The immediate Past-President shall be ex-officio a member of the Executive Council.

MEMBERSHIP:

- (a) The Society shall consist of a Federation of Local Societies known as Local Alliances, and of members-at-large.
- (b) Any person eligible for membership in the Society may make application for membership to the General Secretary-Treasurer, and upon receipt by the applicant of the official certificate of membership, signed by the General Secretary-Treasurer, and sealed with the corporate seal of the Society, the said applicant shall become a member of the said Society.

AMENDMENTS TO CONSTITUTION:

The Executive Council of the Alliance may amend this Constitution or take any decisive action necessary, after securing the approval of the members of the Society as expressed by a two-thirds majority of the electoral vote of the members to be taken as provided in the Regulations for the time being.

REGULATIONS:

The Regulations of the Society hereto attached shall be taken and be deemed to be the governing Rules and Regulations of the Society until such time as the same shall be altered or amended in accordance with the provisions of Chapter 66 of the Ordinances of the Northwest Territories respecting Benevolent and other Societies.

REGULATIONS—MEMBERSHIP

1. The Alliance shall consist of all duly admitted and fully paid-up members of Local Alliances, and of members-at-large.

2. Any person who has been actually engaged in teaching for some time during the twelve months immediately preceding application for membership in the Alliance in any educational institution in the Province of Alberta supported by Dominion, Provincial or Municipal taxation shall be eligible to become a member of the Alliance; provided, however, that those persons known as "permit teachers" shall not be eligible for membership.

(b) Any student of an Alberta Normal School may, upon payment of a fee of 50 cents, become a provisional member of the Alliance, with the same rights, privileges and benefits as other duly admitted members; provided, however, that such membership shall only hold good until six months after the close of the Normal training term.

3. 2. Any person qualified to become a member of the Society according to sub-section (a) of the preceding section, but who is so placed as to be unable to become a member of any Local Alliance, may become a member-at-large of the Alliance.

4. 3. The Executive Council of the Alliance shall have power to attach a member-at-large to any Local Alliance as may be deemed fit and proper.

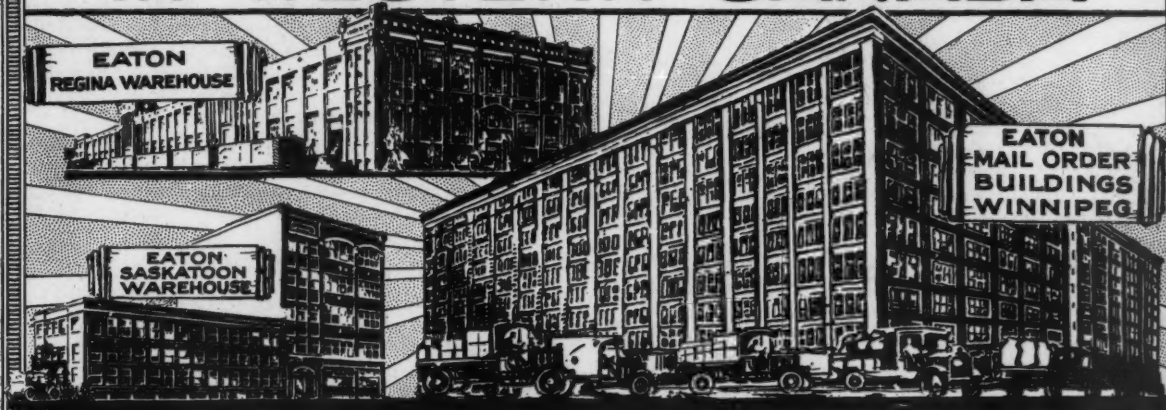
FEEs

5. The fees for members in the Alliance shall be those prescribed from time to time by the Alliance in its Annual General Meeting.

6. The payment of fees shall be a condition precedent to membership.

7. Members of Local Alliances whose fees are not paid by the end of the calendar year shall stand suspended without any formal action on the part of the Alliance, but the Secretary-Treasurer shall report the same to the General Secretary-Treasurer, who shall correct the membership roll.

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8. Re-admission to membership may be secured as provided in Section 2 hereof.

LOCAL ALLIANCES

9. The membership of a Local Alliance shall consist of members of the Alliance.

10. Any six members of the Alliance may, with the consent of the Executive Council, become organized into a Local Alliance.

11. The administrative body of a Local Alliance shall be the Executive Committee, which shall include as ex-officio members the President, Vice-President and Secretary-Treasurer of such Local Alliance.

12. The Executive Committee and the officers of any Local Alliance shall be elected by the members thereof, annually, not later than the month of December, or at such time as the Executive Council may direct.

13. Local Alliances shall hold meetings at least once every month of the school year, or as often as the same shall be convenient and expedient, and it shall be the duty of the Officers to provide a place of meeting, and a program or subject for discussion at such meeting. The number of members which shall constitute a quorum shall be determined by the Constitution of the Local Alliance, but in no case shall such number be less than five members. The President, on his own initiative or at the request of five members, may call a special meeting, and all members must be notified of the time and place of such meeting and the object for which it is called.

14. A Local Alliance shall not be deemed to be in good standing until its Secretary-Treasurer or other Officer has forwarded the annual fees for the current year, together with a list of officers and members, and unless such Local Alliance shall have held meetings as provided herein.

15. Each Local Alliance shall, by its Secretary or otherwise, make an Annual Report to the Executive Council of the Alliance, at such time or times as the said Council may require.

16. Such report shall contain a list of the names of the Officers and a general survey of the work done since the last report, if any, and any other information required by the Executive Council.

18. A majority vote of a regularly called meeting of a Local Alliance shall control the entire electoral vote of the Local Alliance, and the Secretary shall promptly notify the General Secretary-Treasurer of the result.

17. The Constitution and Bylaws, Rules and Regulations of any Local Alliance shall be subject to revision or disallowance by the Executive Council.

19. A Local Alliance shall be entitled to the same number of electoral votes as delegates by which it would be represented at the Annual General Meeting.

ANNUAL GENERAL MEETING

20. The Alliance shall be governed by an Annual General Meeting to be arranged by the Executive Council during the Annual Convention of the Alberta Educational Association, or at such other time as may be deemed expedient by the Executive Council.

21. The meeting shall be composed of the Executive Council and duly accredited delegates from Local Alliances in good standing.

22. Delegates to the meeting shall be members of Local Alliances in good standing: for Alliances with a membership of 6 and under 10, one delegate; from 10 to 25 inclusive, two delegates; and for Alliances with a membership exceeding 25, one additional delegate for each additional 25 members or fraction thereof.

23. At the meeting the President of the Alliance shall preside.

24. The meeting shall discuss the reports of the Executive Council and legislate on any question arising out of these reports; it shall deal with any business brought before the meeting by the Executive Council or any Local Alliance in good standing; it shall elect a President, a Vice-President and five District Representatives. The agenda of the meeting shall be sent to all Local Alliances by the General Secretary-Treasurer, at least 15 days prior to the meeting.

ADMINISTRATION

25. The Executive Council shall be the Executive and Administrative body of the Alliance, and shall consist of the President, Immediate Past-President, Vice-President, General Secretary-Treasurer, and five other members.

26. Five members of the Council shall constitute a quorum.

27. A vacancy in the Executive Council during the year shall be filled by the remaining members of the Council.

28. In case of the inability of the President to act on account of death, sickness, removal or resignation, the Vice-President shall take office as President, and in the event of the Vice-President being unable to serve on account of such similar conditions, the Immediate Past-President shall become President.

POWERS OF THE EXECUTIVE COUNCIL

29. The management of the affairs and business of the Alliance shall be vested in the members of the Executive Council, who may exercise all such powers of the Alliance as are not hereby or by Statute expressly directed or required to be exercised by the Alliance in General Meeting; subject, nevertheless, to any Regulations of these articles, and to the provisions of Chapter 66 of the Ordinances of the Northwest Territories, and to such Regulations not being inconsistent with the aforesaid Regulations or provisions, as may be prescribed by the Alliance in General Meeting; but no Regulations made by the Alliance in General Meeting shall invalidate any prior act of the members of the Executive Council which would have been valid if such Regulation had not been made.

REMUNERATION OF COUNCILLORS

30. The members of the Executive Council shall receive by way of remuneration, in respect of each financial year of the Alliance, such remuneration as the Alliance may, in General Meeting, vote for that purpose. In addition to their remuneration, if any, the Councillors shall be paid all travelling expenses and other expenses incurred while on the business of the Alliance.

ACCOUNTS

31. The Executive Council shall cause true accounts to be kept of the sum of money received and expended by the Alliance, and all matters in respect of which such receipts and expenditures took place, and of the assets and liabilities of the Alliance, such books of accounts to be kept by the General Secretary-Treasurer at such place or places as the Councillors may think fit.

AMENDMENT TO CONSTITUTION

32. Any Local Alliance desiring to introduce any alteration or amendment to the Constitution or Regulations of the Alliance may submit a draft thereof to the General Secretary-Treasurer at least 30 days prior to the date of the Annual General Meeting, and the General Secretary-Treasurer shall thereupon communicate the same to each Local Alliance by mail.

CANADIAN NATIONAL RAILWAYS

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FOURTH ANNUAL PERSONALLY CONDUCTED PACIFIC COAST TOUR

SPECIAL TRAIN

This trip between Winnipeg and Vancouver has been scheduled to occupy eight days, time being permitted at points of interest for sight seeing, recreation, entertainment, etc. Stops will be made at Edmonton, Jasper National Park, Mount Robson, Prince George, Bulkley, Terrace and Prince Rupert.
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